

# Payroll Specialist

**Dept: Finance**

**FLSA Status: Non-Exempt**

## General Definition of Work

Performs intermediate skilled technical work preparing and processing accounts payable, accounts receivable, payroll, and other financial records and files, assisting with various financial transactions, maintaining financial records and files, preparing reports, and related work as apparent or assigned. Work is performed under the general direction of the Deputy Finance Officer.

## Qualification Requirements

*To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.*

## Essential Functions

- Prepares and processes semi-monthly county payroll, transfers direct deposit funds.
- Reviews and approves departmental payroll data.
- Prepares, processes and remits payroll related taxes and payroll deductions; processes year end payroll submissions including W-2's.
- Prepares and reconciles insurance carrier billing and employee coverage.
- Processes bank reconciliation for various accounts.
- Processes and prepares grant reports and invoices.
- Conducts positive pay review of outstanding checks clearing the banking system.
- Reconciles general ledger account balances and prepares detail schedules for auditors.
- Responds to department and employee payroll inquiries.
- Abides by, enforces and participates in the implementation and ongoing oversight of Randolph County Government safety standards and regulations.

## Knowledge, Skills and Abilities

Thorough knowledge of federal and state payroll requirements, retirement system policies and wage and hour laws; thorough knowledge of the principles and practices of accounting procedures; thorough knowledge of accounts payable policies, practices and procedures; thorough knowledge of bookkeeping terminology and methods; general knowledge of business English and spelling; ability to operate a variety of accounting, office and data entry equipment; ability to make arithmetic computations using whole numbers, fractions and decimals; ability to compute rates, ratios and percentages; ability to understand and apply governmental accounting practices in the maintenance of financial records; ability to type at a reasonable rate of speed; ability to communicate effectively, both orally and in written forms; ability to establish and maintain effective working relationships with senior citizens, associates, vendors, coordinating agencies and the general public.

## Education and Experience

Associates/Technical degree in accounting, finance, human resources, or related field and one to three years experience working in payroll, accounting, or equivalent combination of education and experience. Bachelor's degree preferred.

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## Physical Requirements

This work requires the occasional exertion of up to 25 pounds of force; work regularly requires sitting, speaking or hearing, using hands to finger, handle or feel and repetitive motions and occasionally requires walking, climbing or balancing, stooping, kneeling, crouching or crawling, reaching with hands and arms, pushing or pulling and lifting; work requires close vision; vocal communication is required for expressing or exchanging ideas by means of the spoken word; hearing is required to perceive information at normal spoken word levels; work requires preparing and analyzing written or computer data, operating machines and observing general surroundings and activities; work has no exposure to environmental conditions; work is generally in a moderately noisy location (e.g. business office, light traffic).

## Special Requirements

None.

## Competencies

**Business Ethics:** Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values

**Communications:** Expresses ideas and thoughts verbally; Expresses ideas and thoughts in written form; Exhibits good listening and comprehension; Keeps others adequately informed; Selects & uses appropriate communication methods

**Customer Service:** Displays courtesy and sensitivity; Manages difficult or emotional customer situations; Meets commitments; Responds promptly to customer needs; Solicits customer feedback to improve service

**Dependability:** Responds to requests for service and assistance; Follows instructions, responds to management direction; Takes responsibility for own actions; Commits to doing the best job possible; Keeps commitments; Meets attendance and punctuality guidelines

**Job Knowledge:** Competent in required job skills & knowledge; Exhibits ability to learn and apply new skills; Keeps abreast of current developments; Requires minimal supervision; Displays understanding of how job relates to others; Uses resources effectively

**Quality:** Demonstrates accuracy and thoroughness; Displays commitment to excellence; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality

**Relationship Building:** Builds rapport up, down, and across the organization; Establishes collaborative relationships to achieve objectives; Seeks win-win solutions to conflict; Develops network of professional contacts; Displays empathy and tolerates diverse viewpoints

**Initiative:** Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for help when needed

## Payroll Specialist

I have read and understand my job responsibilities as outlined in this job description and will abide by and follow these duties.

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Employee Name (Printed)

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Employee Signature

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Manager Name (Printed)

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Manager Signature

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Date